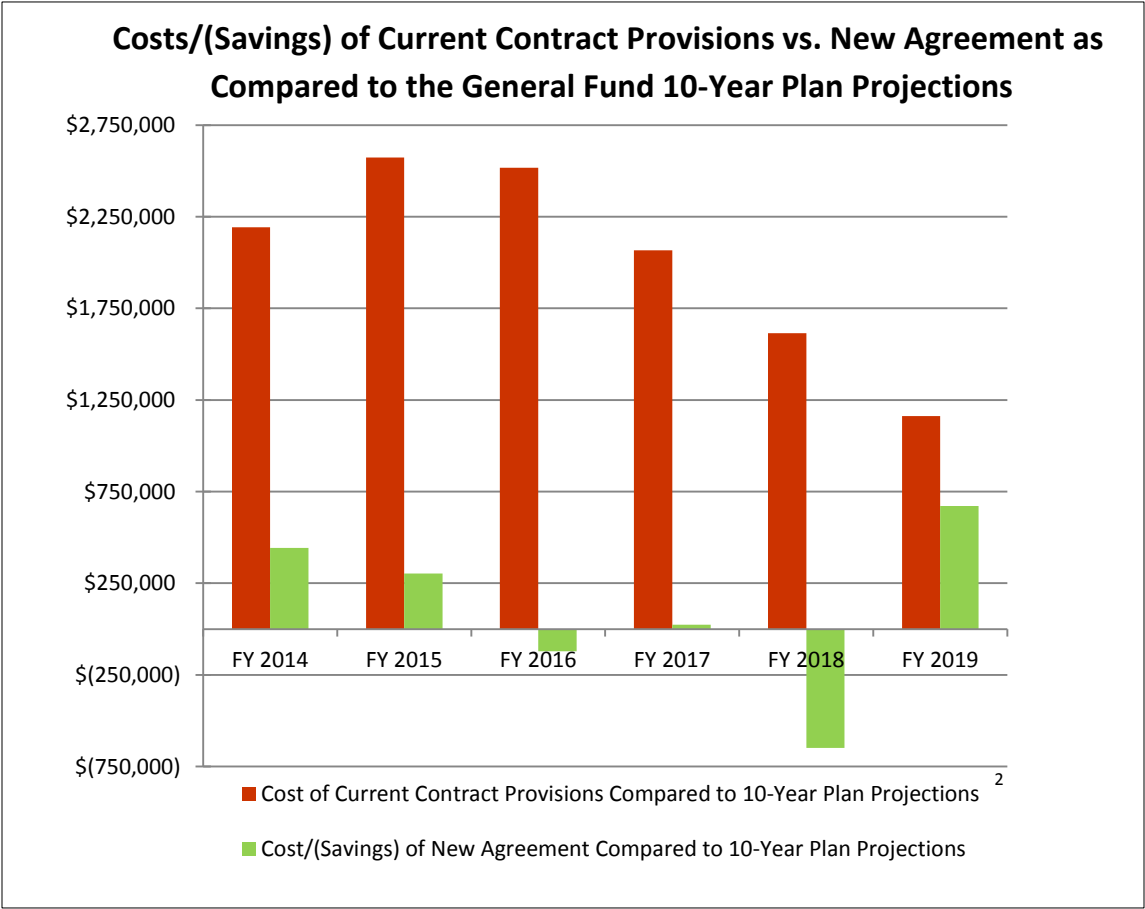


# New Hayward Fire Agreements Save City \$11.5 Million

Despite the fact that the Hayward Fire, Fire Officers, and Fire Chiefs are currently in contract, these three groups have met with City Management to agree on a multi-year contract that implements on-going structural changes to wages and benefits. Below is a summary of the provisions and the associated savings.

| On-Going Structural Changes to Benefits & Wages |                                      |                                      |                                      |                                      |                                      |
|---|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| FY 2014   | FY 2015                              | FY 2016                              | FY 2017                              | FY 2018                              | FY 2019 <sup>1</sup>                 |
| 15% Total EE Contributions to PERS              | 15% Total EE Contributions to PERS   | 15% Total EE Contributions to PERS   | 15% Total EE Contributions to PERS   | 15% Total EE Contributions to PERS   | 15% Total EE Contributions to PERS   |
| MOU Wage Survey, Not to Exceed 2%               | MOU Wage Survey, Not to Exceed 2%    | MOU Wage Survey, Not to Exceed 3%    | MOU Wage Survey, Not to Exceed 3%    | No Raise                             | MOU Wage Survey, Not to Exceed 5%    |
| Cap Alternative Medical Benefit                 | Cap Alternative Medical Benefit      | Cap Alternative Medical Benefit      | Cap Alternative Medical Benefit      | Cap Alternative Medical Benefit      | Cap Alternative Medical Benefit      |
| City to Fund OPEB by Policy, Not MOU            | City to Fund OPEB by Policy, Not MOU | City to Fund OPEB by Policy, Not MOU | City to Fund OPEB by Policy, Not MOU | City to Fund OPEB by Policy, Not MOU | City to Fund OPEB by Policy, Not MOU |
| Misc. Administrative Changes                    | Misc. Administrative Changes         | Misc. Administrative Changes         | Misc. Administrative Changes         | Misc. Administrative Changes         | Misc. Administrative Changes         |
|   |                                      |                                      |                                      |                                      | 1% EE Contribution to OPEB Trust     |



<sup>1</sup> Contract expires December 31, 2018

<sup>2</sup> If the parties had not come to an agreement, the current contract provisions would come into effect. Represents the cost had no changes been made to the contract.

**Legend**

EE = Employee  
MOU = Memorandum of Understanding  
OPEB = Retiree Medical Benefit  
Alternative Benefit = Money in Lieu of Health Benefits